

Compensation Stabilization Program

ANNUAL REPORT 1986



**Province of
British Columbia**

87-02717/

BC
C555
E
1986
59

British Columbia Cataloguing in Publication Data

British Columbia. Compensation Stabilization Program.
Office of the Commissioner.
Annual Report. — 1982

ISSN 0822-0697

1. British Columbia Compensation Stabilization Program. Office of the Commissioner — Periodicals. 2. British Columbia — Officials and employees — Salaries, allowances, etc.

JL432-Z2B74

354.71100123

LETTER OF TRANSMITTAL

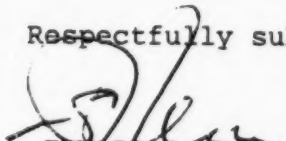
March 1 1987

Honourable Melville B. Couvelier
Minister of Finance and Corporate Relations
Parliament Buildings
Victoria B.C.

Dear Mr. Minister,

Herewith the Annual Report of the activities of the
Compensation Stabilization Program for the fifth year
of its operation - 1986.

Respectfully submitted,



EDWARD R. PECK
COMMISSIONER

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DIRECTORY

Commissioner
EDWARD R. PECK

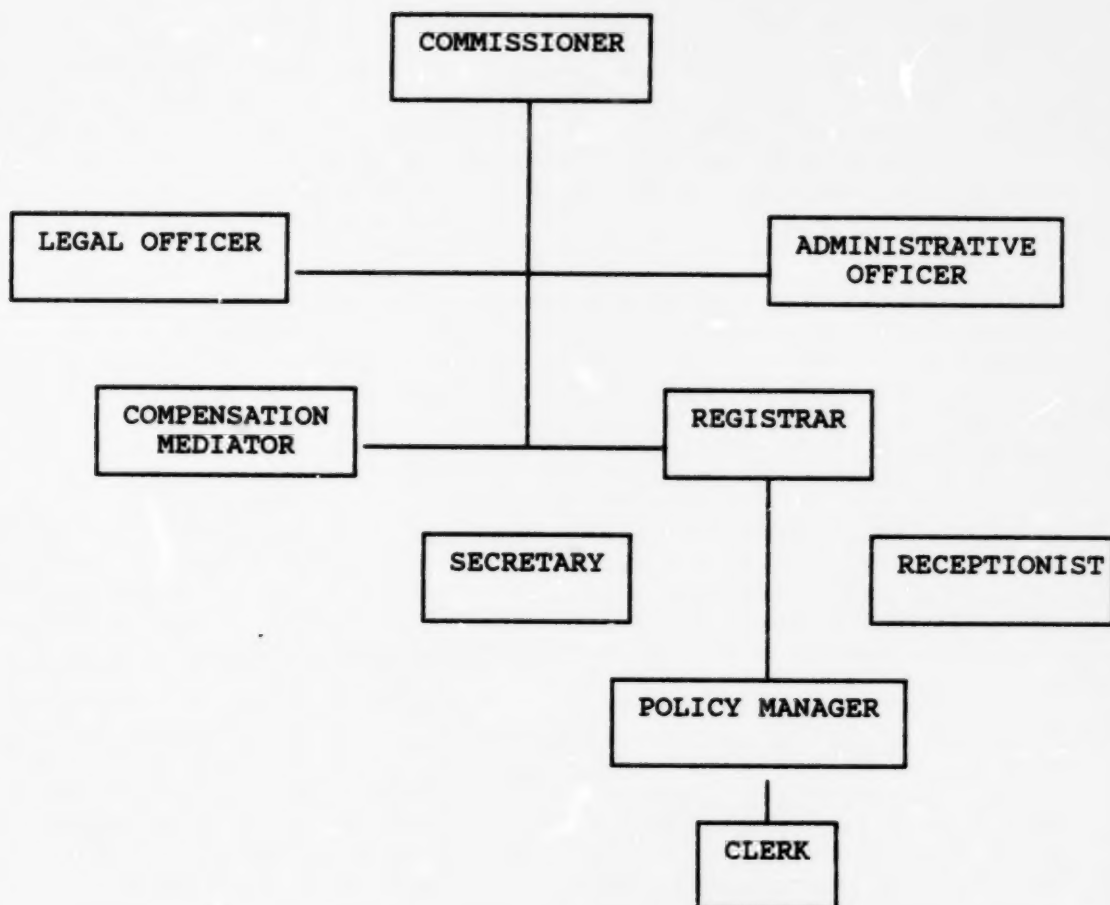
Registrar
LARRY M. GREGG

Compensation Mediator
VINCENT L. READY

Legal Officer
HEATHER McDONALD

Administrative Officer
MAUREEN C. ERSKINE

COMPENSATION STABILIZATION PROGRAM ORGANIZATION CHART
(as of December 31 1986)



COMMISSIONER'S REPORT

As an independent agency, the Compensation Stabilization Program's primary function is to implement and enforce the Government's wage control policies as reflected in the Compensation Stabilization Act, Regulations and Guidelines. My role as Commissioner is to administer the Program within the employee/employer relations environment of the provincial public sector in a manner which is consistent and fair to the rights and interests of all Program participants. The legislation provides the Commissioner's office with inquisitorial powers that enable me to ensure that the most complete and accurate details are available before any decision is rendered. I also observe the rules of natural justice so that all parties affected by a decision are provided with an opportunity to be heard.

1986 was a singularly important year for labour relations within the public sector. While many pundits had predicted a year of confrontation, conflict materialized only in the form of hard collective bargaining by the parties. In terms of volume, 1986 saw more important negotiations occurring than in any year of recent memory. H.L.R.A. successfully concluded Master Agreements with all three of its major unions, the B. C. Nurses Union, the Hospital Employees' Union and the Health Sciences Association. The Government and the B.C.G.E.U. reached a multiyear agreement and a number of major Crown Corporations (B.C. Hydro, ICBC, WCB et al) were also able to reach long term settlements with their unionized work forces.

During 1986 the profile of the mediation services provided by my staff increased dramatically. Pursuant to Section 11 of the Act, I may appoint a mediator/fact finder to any public sector dispute either at the parties' request or of my own volition. (I appointed both Compensation Mediator, Vincent Ready, and Registrar, Larry Gregg, extensively to assist parties in reaching agreements.) The expertise of these individuals has been recognized by public sector groups who have actively sought their assistance and by the Minister of Labour who also appointed Mr. Ready on a number of occasions as an Industrial Inquiry Commissioner.

In March, 1986 the Government announced amendments to the Act and Guidelines. One major change saw the creation of two separate guidelines. Parties may now elect to have their compensation plan reviewed under either the 'Job

Security Guideline' or the 'Labour Market Guideline'. Paragraph 18.1, the Job Security Guideline, is available to those parties with a non-arbitrated compensation plan who negotiate the terms of an employment plan providing some measure of job security for any or all of the employees within the group. As the quid pro quo for job security, employees are restricted to increases in total compensation of 0, 1%, 2% respectively, in each year of a three year contract.

Paragraph 18.2, the Labour Market Guideline, is similar to the earlier Guidelines; however, three new factors have been introduced to determine the allowable guideline limit for a particular group. The first criterion allows me to approve plans in excess of the otherwise applicable limit in those cases where the parties can provide compelling evidence as to the employer's difficulty in recruiting or retaining individuals in the areas of demonstrable shortages of critical skills. The second new criterion grants me the authority to approve plans of a 3 to 5 year duration where the employer and employee group are seeking to redress an unreasonable wage disparity between the group and persons performing the same work in the same industry within the Province. The unreasonable disparity must have existed prior to the introduction of the Program in February, 1982. This precludes those groups which have fallen behind their comparison groups during the course of the Program from seeking relief under this provision.

The final new factor added to the Guidelines allows me to consider settlements and awards achieved within the Provincial private sector. A number of agencies provide indices measuring private sector increases. However, given the vast statistical base already gathered by my office covering the changes in total compensation in the public sector, and recognizing the labour relations community's familiarity with our statistics, I felt it would be appropriate for my office to develop a private sector costing model paralleling the costing mechanisms contained in the Guidelines. To this end my staff has developed such a model utilizing input available from the information published monthly from the Ministry of Labour. I expect to publish a figure representing the weighted average compensation increase in the private sector (in the same manner in which the public sector weighted average is now published) early in 1987.

Another new amendment now provides me with the discretion to provisionally approve compensation increases in the absence of a final and binding compensation plan between the parties. (See paragraph 16.2 of the Guidelines).

The audit program begun in 1985 was continued and expanded in 1986. There was a substantial increase in the number of random on-site audits conducted by my staff. In such cases, employers are notified that an audit will be conducted at a mutually agreeable time. My staff members go to the employer's office and compare the information submitted to this office with the actual payroll records of the organization. Where discrepancies are found, explanations are required and when violations of the Guidelines are discovered remedial corrective action is taken.

The other format used for audit purposes is to request an employer to provide written information regarding specific employment positions. This method is used extensively in dealing with positions of Chief Executive Officers and other members of the Senior Management group.

In conclusion, I wish to recognize the assistance received from the Provincial Government officials involved with the Program. Further, I express my thanks to the members of my staff for their tireless efforts and loyal support over the past year.

SENIOR MANAGEMENT COMPENSATION

With the introduction of the Program in February 1982, the Government established a freeze of compensation paid to all senior managers within the provincial public sector. For the purposes of the freeze, senior managers were defined as Chief Executive Officers and those who report to the C.E.O.'s. The legislation directed the Commissioner to review the compensation paid to members of this group and report back to Cabinet. The initial review was completed in October 1982 at which time all employers were notified of the positions to be included in the freeze: at that time over 700 positions were identified for inclusion. With a few exceptions, the frozen group consisted of those senior managers earning an annual salary in excess of \$55,000. The final review was completed in early 1983 with the report being submitted to Cabinet on April 13, 1983. Following its review of this report and subsequent studies in June 1985, Cabinet issued amendments to the Guidelines and introduced legislation to rescind the freeze.

1986 was the first full year of operation of the Guidelines relating to C.E.O. and Senior Managers' compensation. To ensure the accuracy of information, a written request was made of each employer to provide the current details of the compensation plans covering all members of the previously frozen Senior Management group. In cases where the information provided was inconsistent with our office records, members of my staff investigated the reasons for the discrepancies. Where evidence indicated a violation of the legislation, the parties were contacted and instructed to correct the problem and to recover overpayments where required.

It is anticipated that such audits will be conducted annually.

POLICY HIGHLIGHTS

Ability to Pay

(Section 4(1)(g) and 12.1 of the Act, para. 17 and 18 of the Guidelines. Ruling No. 1/86)

Interest dispute arbitrators are under a statutory obligation to apply the provisions set out in the Act and the criteria contained in the Guidelines and in particular paragraph 18.2. An arbitrator and the Commissioner perform similar roles in the process of adjudication, which in turn involves the deliberate application of legal principles and the law as found in the statutes of the Province.

An arbitrator who declines to comply with the provisions of the Act and Guidelines and makes an award inconsistent with the Guidelines simply introduces further delay and expense to the process.

The Commissioner has no jurisdiction under the Act, Guidelines or Regulations to rule on ability to pay except as it arises within the context of reviewing a final compensation plan filed for the employee group under Section 13 of the Act.

The Commissioner is not empowered to rule on whether a condition precedent in a collective agreement has been satisfied thereby establishing the parties' compensation plan for them.

Critical Skill Shortage

(Paragraph 18.2 (d) of the Guidelines; Ruling No. 2/86, No. 5/86)

Paragraph 18.2 (d) allows the Commissioner discretion to approve increases in excess of the otherwise permissible level where the employer has difficulty in recruiting or retaining individuals who possess critical skills.

The burden of proof concerning such a request lies with the parties to the compensation plan. They should document the recruiting and retention difficulties, establish that the rate of compensation is the prominent reason for the difficulties, and show, through comparisons to the existing labour market, that the compensation changes will in fact ease the difficulties.

Where the parties are able to illustrate difficulties in recruiting and retaining certain members of the employee group due to an accredited skill shortage, only those certain members will be entitled to benefit from an extraordinary increase in compensation approved by this office. The other members of the group will be subject to the otherwise applicable limit.

Declaratory Opinion (Ruling No. 3/86)

The powers of the Commissioner are not unlimited, but circumscribed by the Compensation Stabilization Act, Guidelines and Regulations. While some administrative tribunals possess an explicit statutory discretion to provide a declaratory opinion, the Commissioner has not been accorded such a jurisdiction and consequently cannot give a declaratory opinion on a matter arising from the Act. It is a fundamental principle of administrative law that a statutory decision maker may not act outside the scope of the authority conferred on it by the empowering statute.

Reconsideration of an Application (Ruling No. 4/86)

Section 24 of the Act confers upon the Commissioner a 'plenary independent power' to reconsider and revoke, amend or vary a decision or order that he has made. The exercise of this power is left to his discretion. It goes without saying that if an application's timeliness were not a consideration in the exercise of this discretion, then there would be no finality at all to his decisions. The prospect would arise in all cases that a matter could be reopened at a later date by a party simply challenging one of the significant policy bases for the decision.

When a plan is found to be in excess of the guidelines the parties are notified by ruling or letter of this finding and are given the opportunity to either explain the apparent excess or reach a new plan. This amounts to an invitation to either party to place before the Commissioner any relevant information not previously submitted to him. There is a responsibility placed on the parties to act in a timely fashion in submitting the new information and the request for reconsideration. A party's request for reconsideration must always be weighed against the degree of burden that it would impose on other participants to the process.

It is important to note that the guidelines relevant in any particular case will be those in existence at the time the original compensation plan was established. The parties cannot use amendments made subsequent to the time of the original compensation plan as grounds for a request for reconsideration. Such amendments have no application to their plan. If it were otherwise there would be no consistency in restraint experience between public sector groups from year to year.

Wage Parity/Unreasonable Wage Disparity

(Paragraph 18.2 (e) of the Guidelines; Ruling No.8/86)

When the Program was first announced in 1982 there were circumstances where groups of public sector employees performing the same work in the same industry were paid at substantially different wage rates. Given that the Program was originally to be of two years duration the expectation was that employees in various groups having undergone a similar restraint experience would be freed from the strictures of the Program and again able to address any disparities in compensation rates. However, the Program has become a more enduring feature, and this has had the effect of perpetuating certain wage disparities which existed in early 1982.

The introduction of paragraph 18.2 (e) of the Guidelines permits the Commissioner to address the circumstances of employee groups experiencing a significant wage gap between themselves and others performing the same work in the same industry in the Province, which has been perpetuated by the operation of the Program, and to permit a compensation increase in excess of the normal guideline figure in order to redress any residual inequities.

An employee group qualifying for such consideration can rectify the disparities over a three to five year period.

It is clearly not the goal of paragraph 18.2 (e) to create absolute parity between groups of public sector employees performing the same work within the same industry in the Province.

**1986 LIST OF RULINGS
COMPENSATION STABILIZATION ACT**

No.	Parties	Date Issued
1/86	The Board of School Trustees of School District #41 (Burnaby) and Canadian Union of Public Employees, Lo.379	March 27
2/86	Cancer Control Agency of B.C. and Medical and Dental Staff	May 23
3/86	The Board of School Trustees of School District #61 (Greater Victoria)	May 26
4/86	The Corporation of the City of Nanaimo and International Association of Firefighters Nanaimo, Lo.905	June 10
5/86	The University of British Columbia and The Faculty Association of The University of British Columbia	July 17
6/86	The Board of School Trustees of School District #41 (Burnaby) and Burnaby Teachers' Association and Burnaby Teachers' Federation on behalf of Interested Teachers' Associations in the Province	August 12
7/86	The Board of School Trustees School District #35 (Langley) and Langley Teachers' Association	August 18
8/86	The Police Board of the Corporation of the District of Saanich and The Saanich Policy Association	Sept 12

1986 UNWEIGHTED SETTLEMENTS
HEALTH

Employer	Employee Group	Year	Unweighted % Increase
Armstrong Spallumcheen Hospital	Senior Managers	4	2.97
Barriere & Dist. Diagnostic & Treatment	Staff	3	1.02
Beacon Hill Lodges of Canada Ltd. James	Administrative Staff	5	0.94
Beacon Hill Lodges of Canada Ltd. James	Non-medical Staff - union	4	3.21
Beacon Hill Lodges of Canada Ltd. James	Non-medical Staff - union	5	0.59
Beacon Hill Lodges of Canada Ltd. W.Van	Administrative Staff	5	2.17
Beacon Hill Lodges of Canada Ltd. W.Van	Non-medical Staff - union	1	7.26
Beacon Hill Lodges of Canada Ltd. W.Van	Non-medical Staff - union	2	4.28
Beacon Hill Lodges of Canada Ltd. W.Van	Non-medical Staff - union	3	-2.05
Beckley Farm Lodge	Administrative Staff	4	3.40
Beckley Farm Lodge	Non-medical Staff - union	4	3.45
Blenheim Lodge	Staff	4	7.58
Boundary Hospital Society	Non-contract Staff	6	3.09
Boundary Snr Citizen Housing Society	Staff	4	2.90
Braemaire Enterprises Ltd.	Staff	1	3.37
Braemaire Enterprises Ltd.	Staff	2	3.41
Braemaire Enterprises Ltd.	Staff	3	3.44
Broadway Pentecostal Care Association	Administrative Staff	5	0.93
Broadway Pentecostal Care Association	Non-medical Staff - non-union	5	0.00
Bulkley Valley District Hospital	Mid. Management	3	0.00
Bulkley Valley District Hospital	Mid. Management	4	2.49
Burnaby General Hospital	Non-contract Staff	4	2.90
Burnaby General Hospital	Non-contract Staff	5	2.92
Burnaby General Hospital	Senior Managers	2	2.95
Burnaby General Hospital	Senior Managers	3	2.94
Burns Lake & District General Hospital	Administrative Staff	4	2.82
Burquitlam Lions Care Centre	Staff	4	2.90
Cancer Control Agency	Licensed Professional	4	7.76
Cancer Control Agency	Professional Staff	4	4.65
Cancer Control Agency	Professional Staff	5	1.28
Cancer Control Agency	Senior Managers	2	2.91
Cancer Control Agency	Supervis./Foremen/Secretaries	4	3.10
Cariboo Memorial Hospital	Administrative Staff	4	2.90
Cariboo Memorial Hospital	Non-contract Staff	4	2.94
Central Park Manor	Staff	4	0.00
Central Park Manor	Staff	5	2.28
Children's Hospital	Residents and Interns	3	12.27
Children's Hospital	Residents and Interns	4	0.00
Children's Hospital	Staff	4	3.12
Chilliwack General Hospital	Mid. Management	4	0.90
Chilliwack General Hospital	Non-contract Staff	4	0.90
Coast Foundation Society (1974)	Staff	4	0.53
Cooper Place Intermediate Care Facility	Staff	2	0.17
Coquitlam Intermediate Care	Support Staff	1	2.87
Coquitlam Intermediate Care	Support Staff	2	2.00
Craigdarrock Rest Home (P)	Staff	2	0.00
Craigdarrock Rest Home (P)	Staff	3	6.45
Creston Valley Hospital	Non-contract Staff	5	3.15
Dania Home	Staff	4	2.99
Dawson Creek & District Hospital	Non-medical Staff - non-union	5	3.05
Dawson Creek & District Hospital	Senior Managers	4	1.97
Dawson Creek & District Hospital	Senior Managers	5	2.06
Delta Centennial Hospital	Non-medical Staff - non-union	5	3.00
Devaud, Olive Residence	Mid. Management	4	4.83
Dogwood Lodge	Non-medical Staff - non-union	4	2.96
Duke Residence Society	Staff	5	2.51
Dunrovin Park Home	Administrative Staff	4	0.27
Dunrovin Park Home	Contract Staff	4	1.10
Dunrovin Park Home	Contract Staff	5	1.77
Dunrovin Park Home	Contract Staff	6	1.34
Enderby & District Hospital	Senior Managers	4	2.94
Evergreen Baptist Home (White Rock)	Staff	4	0.00
Fair Haven United Church Homes (Van.)	Staff	4	0.00
Fernie District Hospital	Mid. Management	5	2.75
Finnish Canadian Rest Home	Administrative Staff	5	0.00
Fort St John General Hospital	Non-contract Staff	4	1.96
Fort St John General Hospital	Supervis./Foremen/Secretaries	3	2.60
Foyer Maillard	Staff	4	3.08
Foyer Maillard	Staff	5	1.83
Fraser Burrard Hospital Society	Non-contract Staff	3	2.74
Fraser Burrard Hospital Society	Senior Managers	2	3.04
Fraser Canyon Hospital	Mid. Management	4	2.85
Fraser Valley Alcohol Society	Staff	5	2.09
Fraser Valley Alcohol Society	Staff	6	1.02
German Canadian Benevolent Soc. of B.C.	Staff	4	0.82
Glacier View	Mid. Management	4	2.19
Gold River Health Clinic	Non-contract Staff	5	2.93
Golden Ears Retirement Centre	Mid. Management	5	2.91

HEALTH

Employer	Employee Group	Year	Unweighted % Increase
Golden Ears Retirement Centre	Staff	4	3.37
Grace Hospital	Senior Managers	4	2.89
Grandview Towers	Staff	4	2.81
Greater Victoria Drug & Alcohol Rehab.	Mid. Management	1	0.00
Greater Victoria Drug & Alcohol Rehab.	Staff	4	5.33
Greater Victoria Drug & Alcohol Rehab.	Staff	5	0.62
Greater Victoria Hospital Society	Non-contract Staff	3	2.85
Greater Victoria Hospital Society	Non-contract Staff	4	2.86
Green Memorial Home, F.W.	Staff	4	2.88
Greenwoods	Non-medical Staff - union	4	5.02
Halcyon Community Home Society	Staff	4	2.54
Haney Intermediate Care Centre	Mid. Management	4	0.00
Haney Intermediate Care Centre	Mid. Management	5	2.48
Haney Intermediate Care Centre	Non Union Nurses	4	0.00
Haney Intermediate Care Centre	Non Union Nurses	5	2.43
Haney Intermediate Care Centre	Staff	4	1.34
Haney Intermediate Care Centre	Staff	5	2.84
Hardy View Lodge	Non-medical Staff - union	3	3.27
Harmony Hall Ltd (F)	Staff	4	0.00
Harmony Hall Ltd (P)	Staff	5	1.88
Haro Park Centre	Jr. Management	2	2.30
Haro Park Centre	Jr. Management	3	3.29
Haro Park Centre	Mid. Management	2	2.32
Haro Park Centre	Mid. Management	3	3.32
Haro Park Centre	Non-medical Staff - union	4	3.66
Haven Guest Home	Staff	1	6.38
Hawthorne Lodge	Staff	5	3.05
Hawthorne Lodge	Staff	6	2.26
Heather House LTC	Staff	1	5.56
Helmcken, Dr Memorial Hospital	Senior Managers	5	2.90
Holy Family Hospital	Non-contract Staff	4	2.92
Houston Community H.R. & Health Cent.	Residents and Interns	1	5.66
Houston Community H.R. & Health Cent.	Residents and Interns	2	0.00
Houston Community H.R. & Health Cent.	Residents and Interns	3	0.00
Houston Community H.R. & Health Cent.	Residents and Interns	4	0.00
Houston Community H.R. & Health Cent.	Residents and Interns	5	5.10
Houston Community H.R. & Health Cent.	Staff	1	0.00
Houston Community H.R. & Health Cent.	Staff	2	3.17
Icelandic Care Home	Staff	4	3.58
Icelandic Care Home	Staff	5	2.73
Icelandic Care Home	Staff	6	2.93
Jackman Manor	Jr. Management	2	0.00
Jackman Manor	Jr. Management	3	0.00
Jackman Manor	Jr. Management	4	3.87
Jackman Manor	Mid. Management	3	0.00
Jackman Manor	Mid. Management	4	0.00
Jackman Manor	Mid. Management	5	3.91
Jackman Manor	Staff	3	0.00
Jackman Manor	Staff	4	3.93
Kamloops Youth Resources Society	Staff	3	3.09
Kamloops Youth Resources Society	Staff	4	3.90
Kelowna General Hospital	Senior & Exempt Staff	4	3.29
Kimberley & District Hospital	Non-contract Staff	5	2.92
Kimberley Special Care Home	Staff	4	2.83
Kinsmen Retirement Centre Assn.	Mid. Management	3	1.21
Kinsmen Retirement Centre Assn.	Mid. Management	4	3.12
Kinsmen Retirement Centre Assn.	Mid. Management	5	2.57
Kinsmen Retirement Centre Assn.	Staff	4	3.12
Kiro Manor	Staff	4	2.89
Kitimat General Hospital	Mid. Management	4	1.92
Kiwanis Villa of Victoria	Support Staff	4	0.43
Kootenay Lake Dist. Hospital	Mid. Management	4	3.63
Kopernik Lodge	Mid. Management	4	0.00
Kopernik Lodge	Mid. Management	5	0.82
Kopernik Lodge	Staff	4	1.53
Kopernik Lodge	Staff	5	1.18
Lillooet District Hospital	Jr. Management	5	3.05
Lillooet District Hospital	Mid. Management	3	0.00
Lillooet District Hospital	Mid. Management	4	5.13
Lloyd-Jones Home, David	Mid. Management	4	2.89
Logan Lake Diagnostic & Treatment	Staff	2	2.96
Luther Court Society	Mid. Management	4	2.93
Luther Court Society	Staff	4	3.86
Luther Court Society	Union Nurses	4	0.64
M.S.A. Halfway House	Staff	4	2.69
M.S.A. Manor	Staff	4	3.43
Menno Home	Mid. Management	5	2.61
Menno Home	Staff	5	1.13

HEALTH

Employer	Employee Group	Year	Unweighted % Increase
Menno Hospital	Mid. Management	4	2.31
Menno Hospital	Non-contract Staff	4	2.67
Mennonite Intermediate Care Home Society	Staff	3	2.81
Mills Memorial Hospital	Mid. Management	3	2.34
Mills Memorial Hospital	Mid. Management	4	2.45
Mills Memorial Hospital	Mid. Management	5	2.52
Mission Memorial Hospital	Senior Managers	4	3.17
Mission Memorial Hospital	Senior Managers	4	3.17
Mission Memorial Hospital	Staff	4	3.91
Mount Paul Private Hospital	Administrative Staff	4	1.85
Mount Paul Private Hospital	Non-medical Staff - union	1	6.50
Mount Paul Private Hospital	Non-medical Staff - union	2	3.41
Mount Paul Private Hospital	Non-medical Staff - union	3	3.73
Mount St Mary Hospital	Mid. Management	4	2.98
Mount St Mary Hospital	Staff	4	2.99
Nanaimo Travellers Lodge Society	Mid. Management	4	2.49
Nanaimo Travellers Lodge Society	Staff	4	3.62
Nelson Jubilee Manor Society	Mid. Management	4	1.14
Nelson Jubilee Manor Society	Staff	4	3.17
New Vista Society	Mid. Management	3	6.72
New Vista Society	Mid. Management	4	0.00
New Vista Society	Mid. Management	5	0.00
New Vista Society	Union Nurses	4	2.57
North Shore Private Hospital	Staff	1	3.23
Oak Bay Kiwanis Pavilion	Administrative Staff	4	0.00
Oak Bay Kiwanis Pavilion	Non Union Nurses	3	0.36
Oak Bay Kiwanis Pavilion	Staff	3	0.42
Oak Bay Kiwanis Pavilion	Supervis./Foremen/Secretaries	3	0.00
Okanagan Commerorative Pioneer Cult.	Staff	2	0.00
Okanagan Commerorative Pioneer Cult.	Staff	3	2.80
Okanagan Commerorative Pioneer Cult.	Staff	4	0.58
Okanagan Commerorative Pioneer Cult.	Staff	5	1.40
One Hundred Mile District General Hosp.	Mid. Management	5	2.90
Overlander Extended Care Hospital	Mid. Management	5	2.80
Overlander Extended Care Hospital	Mid. Management	6	2.94
Parkholm Lodge	Non-contract Staff	4	0.06
Parkview Rest Home	Staff	1	2.96
Peace Arch District Hospital	Mid. Management	5	2.59
Peace Arch District Hospital	Non-contract Staff	5	2.90
Pearson Hospital	Mid. Management	2	1.17
Pearson Hospital	Mid. Management	3	1.75
Penticton & District Retirement Ser.	Administrative Staff	4	1.57
Penticton Regional Hospital	Mid. Management	4	3.06
Pleasant View Housing Soc.	Mid. Management	4	0.60
Port McNeill & District Hospital	Mid. Management	1	3.05
Port McNeill & District Hospital	Mid. Management	2	4.75
Port McNeill & District Hospital	Mid. Management	3	5.55
Port McNeill & District Hospital	Mid. Management	4	2.91
Port McNeill & District Hospital	Mid. Management	5	2.97
Pouce Coupe Community Hospital	Account / Payroll Officer	3	3.36
Pouce Coupe Community Hospital	Mid. Management	3	3.48
Powell River Homemakers Service	Staff	4	3.33
Powell River Homemakers Service	Staff	5	3.01
Prince George Regional Hospital	Administrative Staff	1	2.68
Prince George Regional Hospital	Non-contract Staff	4	2.62
Prince George Snr. Citizen Home Society	Administrative Staff	4	1.98
Prince George Snr. Citizen Home Society	Administrative Staff	5	2.78
Prince George Snr. Citizen Home Society	Mid. Management	4	2.01
Prince George Snr. Citizen Home Society	Mid. Management	5	2.86
Prince George Snr. Citizen Home Society	Non-medical Staff - union	1	2.87
Prince George Snr. Citizen Home Society	Non-medical Staff - union	2	2.64
Prince George Snr. Citizen Home Society	Jr. Management	5	2.78
Prince Rupert Regional Hospital	Administrative Staff	1	-7.38
Queen Alexandra Hospital for Children	Support Staff	1	0.00
Queen Alexandra Hospital for Children	Support Staff	2	7.00
Queen Charlotte Island Gen. Hosp.	Administrative Staff	1	0.00
Queen Charlotte Island Gen. Hosp.	Administrative Staff	2	0.91
Queen Charlotte Island Gen. Hosp.	Administrative Staff	3	0.28
Queen Charlotte Island Gen. Hosp.	Administrative Staff	4	2.68
Queens Park Hospital	Staff	4	4.34
Queens Park Personal Care Home	Staff	1	3.27
Queens Park Personal Care Home	Staff	2	3.53
Queens Park Personal Care Home	Staff	3	2.91
Richmond General Hospital	Non-contract Staff	4	2.98
Richmond Lions Manor	Staff	4	2.85
Riverview Hospital	Staff	3	0.00
Rocky Mountain Lodge	Staff	5	2.76
Rosewood Manor	Administrative Staff	4	2.98

HEALTH

Employer	Employee Group	Year	Unweighted % Increase
Rosewood Manor	Municipal Service - union	3	2.79
Rosewood Manor	Staff	3	3.24
Rotary Manor	Mid. Management	3	0.00
Rotary Manor	Mid. Management	4	1.47
Rotary Manor	Mid. Management	5	1.97
Royal Arch Masonic Homes Society	Mid. Management	4	2.85
Saanich Peninsula Hospital	Non-contract Staff	4	3.08
Sagebrush Lodge	Mid. Management	2	2.97
Sagebrush Lodge	Mid. Management	3	3.07
Sagebrush Lodge	Non-medical Staff - union	1	2.59
Sagebrush Lodge	Non-medical Staff - union	2	4.37
Sagebrush Lodge	Non-medical Staff - union	3	3.36
Sagebrush Lodge	Professional Staff	3	3.20
Saint Mary's Hospital	Senior Managers	4	3.20
Salmon Arm Pioneer Society	Administrative Staff	5	2.36
Salmon Arm Pioneer Society	Staff	5	2.69
Salvation Army Sunset Lodge	Mid. Management	4	3.32
Salvation Army Sunset Lodge	Staff	4	3.47
Shaughnessy Hospital	Professional Staff	1	1.74
Shaughnessy Hospital	Professional Staff	2	1.47
Shaughnessy Hospital	Professional Staff	3	2.83
Shaughnessy Hospital	Professional Staff	4	3.27
Shaughnessy Hospital	Professional Staff	5	11.33
Shaughnessy Hospital	Professional Staff	6	3.94
Shaughnessy Hospital	Senior Managers	1	2.32
Shaughnessy Manor LTC	Staff	4	2.86
Slocan Community Hospital	Mid. Management	5	2.94
South Okanagan General Hospital	Mid. Management	5	0.00
South Okanagan General Hospital	Non-contract Staff	5	3.31
Sparwood General Hospital	Mid. Management	5	2.93
Squamish General Hospital	Mid. Management	3	2.59
St Bartholomew's Hospital	Mid. Management	2	3.47
St John Hospital	Mid. Management	4	2.94
St Joseph's General Hospital	Mid. Management	4	1.06
St Jude's Anglican Home	Mid. Management	3	0.00
St Jude's Anglican Home	Mid. Management	4	2.93
St Jude's Anglican Home	Staff	4	2.97
St Mary's Hospital	Non-contract Staff	3	0.29
St Mary's Hospital	Non-contract Staff	4	5.42
St Michael's Extended Care Hospital	Non-contract Staff	5	3.29
St Paul's Hospital	Non-contract Staff	5	3.05
St Vincent's Hospital	Mid. Management	5	2.96
St Vincent's Hospital	Support Staff	5	2.94
Still Waters Private Hospital (P)	Staff	4	1.83
Strong, G.F. Rehabilitation Center	Mid. Management	4	2.13
Strong, G.F. Rehabilitation Center	Mid. Management	5	2.47
Stuart Lake Hospital	Mid. Management	3	2.59
Sunny Hill Hospital for Children	Administrative Staff	3	3.05
Sunny Hill Hospital for Children	Administrative Staff	4	3.01
Sunnybank Retirement Home Society	Administrative Staff	4	2.98
Sunnybank Retirement Home Society	Staff	4	3.06
Sunshine Inn Ltd. - Malaspina Lodge	Mid. Management	1	3.70
Sunshine Inn Ltd. - Malaspina Lodge	Mid. Management	2	2.67
Sunshine Inn Ltd. - Malaspina Lodge	Non Union Nurses	1	0.00
Sunshine Inn Ltd. - Malaspina Lodge	Non Union Nurses	2	5.76
Sunshine Inn Ltd. - Malaspina Lodge	Non Union Nurses	3	3.18
Sunshine Inn Ltd. - Malaspina Lodge	Non Union Nurses	4	2.86
Sunshine Inn Ltd. - Malaspina Lodge	Supervis./Foremen/Secretaries	1	0.00
Sunshine Inn Ltd. - Malaspina Lodge	Supervis./Foremen/Secretaries	2	5.52
Sunshine Inn Ltd. - Malaspina Lodge	Supervis./Foremen/Secretaries	3	3.13
Sunshine Inn Ltd. - Malaspina Lodge	Supervis./Foremen/Secretaries	4	2.96
Tabor Home Society	Staff	3	3.21
Tabor Home Society	Staff	4	2.95
Tahsis Hospital	Mid. Management	5	2.79
Three Links Care Centre	Mid. Management	4	3.28
Three Links Care Centre	Staff	4	2.05
Three Links Care Centre	Union Nurses	4	2.65
Three Links Manor	Administrative Staff	1	1.70
Three Links Manor	Staff	1	1.34
Tilbury Regional Hospital Laundry	Mid. Management	4	2.92
Trail Regional Hospital	Mid. Management	4	3.10
Trail Regional Hospital	Mid. Management	5	2.75
Trail Regional Hospital	Supervis./Foremen/Secretaries	5	2.65
Trillium Lodge	Mid. Management	5	2.93
Trinity Centre	Staff	1	1.36
Trinity Centre	Staff	2	3.44
U.B.C. Health Sciences Hospital	Professional Staff	4	9.83
U.B.C. Health Sciences Hospital	Professional Staff	5	4.12

HEALTH

Employer	Employee Group	Year	Unweighted % Increase
U.B.C. Health Sciences Hospital	Senior Managers	1	3.20
Valhaver	Mid. Management	4	3.22
Valhaver	Mid. Management	5	2.83
Valhaver	Non-medical Staff - non-union	4	2.70
Valhaver	Non-medical Staff - non-union	5	2.95
Valleyhaven Guest Home	Staff	4	0.00
Valleyhaven Guest Home	Staff	5	5.93
Vancouver General Hospital	Licenced Professional	3	2.98
Vancouver General Hospital	Licenced Professional	4	3.02
Vancouver General Hospital	Mid. Management	4	3.19
Vancouver General Hospital	Research	1	13.81
Vancouver General Hospital	Research	2	0.00
Vancouver General Hospital	Senior Managers	2	3.17
Vernon Jubilee Home Society	Mid. Management	5	3.08
Vernon Jubilee Hospital	Mid. Management	4	3.00
Vernon Jubilee Hospital	Senior Managers	1	3.18
Victoria Chinatown Care Centre	Staff	2	3.50
Victoria Regional Laundry Society	Mid. Management	1	0.00
Victoria Regional Laundry Society	Mid. Management	2	1.93
Victoria Regional Laundry Society	Mid. Management	3	1.94
Victorian Hospital of Kaslo	Mid. Management	5	2.92
Villa Cathay Care Home Society	Mid. Management	5	3.41
Villa Cathay Care Home Society	Staff	5	3.45
West Coast General Hospital	Non-contract Staff	3	3.01
West Van. Snr. Citizen Housing-Kiwanis	Mid. Management	4	5.20
West Van. Snr. Citizen Housing-Kiwanis	Mid. Management	5	2.92
West Van. Snr. Citizen Housing-Kiwanis	Non-medical Staff - union	3	2.54
West Van. Snr. Citizen Housing-Kiwanis	Non-medical Staff - union	4	5.37
Willowhaven Private Hospital Ltd.(P)	Administrative Staff	3	0.00
Willowhaven Private Hospital Ltd.(P)	Administrative Staff	4	2.72
Willowhaven Private Hospital Ltd.(P)	Mid. Management	1	0.00
Windermere District Hospital	Mid. Management	4	2.57
Windermere District Social Service Soc.	Staff	2	3.01
Wisteria House Society	Staff	3	3.64
Wisteria House Society	Staff	4	0.16
Wisteria House Society	Staff	5	4.31
Youville Residence	Senior Managers	5	3.05
Youville Residence	Staff	5	1.98

EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
B.C.I.T.	Educational Support	3	2.62
B.C.I.T.	Educational Support	4	2.11
B.C.I.T.	Educational Support	5	2.12
B.C.I.T.	Mid. Management	4	0.38
B.C.I.T.	Senior Managers	1	0.76
Camosun College	Instructors - union	5	2.72
Camosun College	Jr. Management	5	4.12
Camosun College	Special Instructional Staff	5	0.00
Camosun College	Support Staff	5	3.01
Capiilano College	Mid. Management	4	2.76
Capilano College	Senior Managers	2	2.70
Capilano College	Support Staff	1	0.00
Capilano College	Support Staff	2	0.73
Capilano College	Support Staff	3	0.67
Cariboo College	Administrative Staff	5	2.98
Cariboo College	Instructors - union	4	1.55
Cariboo College	Instructors - union	5	2.50
Cariboo College	Instructors - union	6	3.39
Cariboo College	Senior Managers	2	0.00
Cariboo College	Support Staff	4	2.97
Cariboo College	Support Staff	5	2.83
College of New Caledonia	Educational Support	1	0.00
College of New Caledonia	Educational Support	2	0.00
College of New Caledonia	Educational Support	3	0.00
College of New Caledonia	Educational Support	4	12.00
College of New Caledonia	Educational Support	5	2.97
College of New Caledonia	Instructors - union	4	0.00
College of New Caledonia	Instructors - union	5	4.35
College of New Caledonia	Instructors - union	6	3.01
College of New Caledonia	Jr. Management	4	1.63
College of New Caledonia	Jr. Management	5	3.53
College of New Caledonia	Support Staff	5	3.11
Douglas College	Instructors - union	5	2.49
Douglas College	Senior Managers	1	3.48
East Kootenay Community College	Instructors - union	4	2.99
East Kootenay Community College	Instructors - union	5	3.70
East Kootenay Community College	Support Staff	3	2.95
East Kootenay Community College	Support Staff	4	3.66
Fraser Valley College	Administrative Staff	5	2.98
Fraser Valley College	Directors	4	2.42
Fraser Valley College	Directors	5	2.92
Fraser Valley College	Instructors - union	5	2.72
Fraser Valley College	Mid. Management	4	3.49
Fraser Valley College	Mid. Management	5	2.94
Fraser Valley College	Part Time Employees	3	1.31
Fraser Valley College	Part Time Employees	4	1.44
Fraser Valley College	Part Time Employees	5	2.39
Fraser Valley College	Senior Managers	2	3.41
Fraser Valley College	Support Staff	2	2.97
Fraser Valley College	Support Staff	3	2.89
Fraser Valley College	Support Staff	4	1.81
Fraser Valley College	Support Staff	5	2.67
Knowledge Network	Salaried Employees	4	2.96
Kwantlen College	Instructors - union	4	2.60
Kwantlen College	Instructors - union	5	2.61
Kwantlen College	Jr. Management	5	1.56
Kwantlen College	Support Staff	5	3.47
Kwantlen College	Support Staff	6	2.39
Malaspina College	(Executive) Secretaries	3	1.64
Malaspina College	Instructors - union	4	2.34
Malaspina College	Jr. Management	2	2.06
Malaspina College	Jr. Management	3	2.27
Malaspina College	Special Instructional Staff	3	2.23
Malaspina College	Special Instructional Staff	4	4.00
Malaspina College	Special Instructional Staff	5	1.53
North Island College	Instructors - non-union	4	4.74
North Island College	Jr. Management	4	4.71
North Island College	Senior Managers	2	4.70
North Island College	Support Staff	4	4.69
Northern Lights College	Mid. Management	5	2.81
Northwest Community College	Instructors - union	3	1.74
Northwest Community College	Instructors - union	4	3.81
Northwest Community College	Jr. Management	5	2.35
Northwest Community College	Support Staff	4	2.49
Okanagan College	Instructors - union	5	2.87
Open Learning Institute	Child Aides	1	2.27
Open Learning Institute	Instructors - non-union	5	2.72
Open Learning Institute	Senior Managers	2	2.93

EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
Pacific Marine Institute	Instructors - union	4	0.56
Pacific Marine Institute	Instructors - union	5	1.50
Pacific Marine Institute	Mid. Management	4	2.89
Pacific Marine Institute	Mid. Management	5	2.89
School District #01 (Fernie)	Senior Managers	1	3.85
School District #01 (Fernie)	Staff	4	3.36
School District #01 (Fernie)	Staff	5	1.94
School District #01 (Fernie)	Teachers	4	2.68
School District #02 (Cranbrook)	Non-contract Staff	4	3.03
School District #02 (Cranbrook)	Senior Managers	3	0.94
School District #02 (Cranbrook)	Speech Therapist	1	3.04
School District #02 (Cranbrook)	Speech Therapist	2	2.95
School District #02 (Cranbrook)	Staff	3	0.00
School District #02 (Cranbrook)	Staff	4	4.18
School District #02 (Cranbrook)	Teachers	4	1.90
School District #03 (Kimberley)	Educational Support	4	1.72
School District #03 (Kimberley)	Senior & Exempt Staff	1	1.40
School District #03 (Kimberley)	Senior Managers	3	0.60
School District #03 (Kimberley)	Senior Managers	4	1.55
School District #03 (Kimberley)	Substitute Teachers	4	1.41
School District #03 (Kimberley)	Teachers	4	2.73
School District #04 (Windermere)	Teachers	5	2.97
School District #07 (Nelson)	Administrative Staff	4	2.98
School District #07 (Nelson)	Senior Managers	1	0.00
School District #07 (Nelson)	Senior Managers	2	2.92
School District #07 (Nelson)	Teachers	3	2.68
School District #07 (Nelson)	Teachers	4	3.03
School District #09 (Castlegar)	Administrative Staff	4	2.37
School District #09 (Castlegar)	Teachers	5	2.85
School District #10 (Arrow Lakes)	Non-contract Staff	4	4.50
School District #10 (Arrow Lakes)	Part Time Employees	4	2.81
School District #10 (Arrow Lakes)	Senior Managers	4	4.53
School District #10 (Arrow Lakes)	Staff	4	2.60
School District #10 (Arrow Lakes)	Teachers	4	2.96
School District #11 (Trail)	Administrative Staff	4	2.12
School District #11 (Trail)	Mid. Management	3	2.96
School District #11 (Trail)	Professional Staff	1	2.98
School District #11 (Trail)	Senior Managers	2	1.54
School District #11 (Trail)	Substitute Teachers	4	1.56
School District #11 (Trail)	Teachers	4	2.48
School District #12 (Grand Forks)	Teachers	5	2.35
School District #13 (Kettle Valley)	Senior Managers	1	3.42
School District #13 (Kettle Valley)	Teachers	3	3.18
School District #13 (Kettle Valley)	Teachers	4	3.02
School District #14 (Southern Okanagan)	Mid. Management	4	2.96
School District #14 (Southern Okanagan)	Mid. Management	5	2.96
School District #14 (Southern Okanagan)	Senior Managers	2	0.00
School District #14 (Southern Okanagan)	Senior Managers	3	6.04
School District #14 (Southern Okanagan)	Speech Therapist	2	0.00
School District #14 (Southern Okanagan)	Speech Therapist	3	5.96
School District #14 (Southern Okanagan)	Support Staff	5	2.92
School District #14 (Southern Okanagan)	Support Staff	6	2.97
School District #14 (Southern Okanagan)	Teachers	4	2.83
School District #15 (Penticton)	Cross walk Guards	4	1.93
School District #15 (Penticton)	Junior Exempt Staff	4	3.60
School District #15 (Penticton)	Senior Managers	1	-0.42
School District #15 (Penticton)	Substitute Teachers	4	1.46
School District #15 (Penticton)	Teachers	4	2.99
School District #16 (Keremeos)	Administrative Staff	4	2.64
School District #16 (Keremeos)	Speech Therapist	2	2.82
School District #16 (Keremeos)	Substitute Teachers	2	2.82
School District #16 (Keremeos)	Support Staff	5	1.87
School District #16 (Keremeos)	Support Staff	6	2.97
School District #16 (Keremeos)	Teachers	4	2.90
School District #17 (Princeton)	Staff	5	1.59
School District #17 (Princeton)	Staff	6	2.96
School District #17 (Princeton)	Teachers	4	2.90
School District #19 (Revelstoke)	Teachers	3	0.06
School District #19 (Revelstoke)	Teachers	4	2.29
School District #19 (Revelstoke)	Teachers	5	3.01
School District #21 (Armstrong-Spall.)	Mid. Management	3	3.32
School District #21 (Armstrong-Spall.)	Mid. Management	4	1.56
School District #21 (Armstrong-Spall.)	Teachers	4	3.05
School District #22 (Vernon)	Mid. Management	2	1.34
School District #22 (Vernon)	Mid. Management	3	1.45
School District #22 (Vernon)	Senior Managers	1	3.95
School District #22 (Vernon)	Senior Managers	2	2.03
School District #22 (Vernon)	Teachers	4	2.92

EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
School District #23 (Central Okanagan)	Senior Managers	2	2.96
School District #23 (Central Okanagan)	Supervis./Foremen/Secretaries	5	2.14
School District #23 (Central Okanagan)	Teachers	4	2.51
School District #24 (Kamloops)	Senior Managers	1	1.72
School District #24 (Kamloops)	Staff	1	0.00
School District #24 (Kamloops)	Staff	2	0.53
School District #24 (Kamloops)	Staff	3	2.91
School District #27 (Cariboo-Chilcotin)	Teachers	3	4.23
School District #27 (Cariboo-Chilcotin)	Teachers	4	3.00
School District #28 (Quesnel)	Senior & Exempt Staff	4	2.70
School District #28 (Quesnel)	Senior Managers	2	2.30
School District #28 (Quesnel)	Staff	5	2.27
School District #28 (Quesnel)	Teachers	4	2.69
School District #29 (Lillooet)	Secretary Treasurer	3	3.36
School District #29 (Lillooet)	Supervis./Foremen/Secretaries	4	3.31
School District #29 (Lillooet)	Teachers	4	2.83
School District #29 (Lillooet)	Teachers	5	3.05
School District #30 (South Cariboo)	(Executive) Secretaries	4	2.07
School District #30 (South Cariboo)	(Executive) Secretaries	5	2.48
School District #30 (South Cariboo)	Mid. Management	4	2.54
School District #30 (South Cariboo)	Mid. Management	5	1.55
School District #30 (South Cariboo)	Mid. Management	6	2.85
School District #30 (South Cariboo)	Support Staff	4	2.00
School District #30 (South Cariboo)	Support Staff	5	2.37
School District #30 (South Cariboo)	Teachers	4	0.85
School District #30 (South Cariboo)	Teachers	5	3.00
School District #31 (Merritt)	Mid. Management	2	2.86
School District #31 (Merritt)	Teachers	3	4.50
School District #31 (Merritt)	Teachers	4	3.03
School District #32 (Hope)	Hourly Employees	4	2.40
School District #32 (Hope)	Mid. Management	3	2.48
School District #32 (Hope)	Mid. Management	4	2.87
School District #32 (Hope)	Teachers	3	2.85
School District #32 (Hope)	Teachers	4	2.71
School District #33 (Chilliwack)	Jr. Management	3	1.49
School District #33 (Chilliwack)	Jr. Management	4	2.93
School District #33 (Chilliwack)	Senior Managers	1	4.35
School District #33 (Chilliwack)	Senior Managers	2	1.30
School District #33 (Chilliwack)	Support Staff	3	1.57
School District #33 (Chilliwack)	Support Staff	4	2.68
School District #33 (Chilliwack)	Teachers	3	2.75
School District #33 (Chilliwack)	Teachers	4	3.03
School District #34 (Abbotsford)	Educational Support	4	-0.29
School District #34 (Abbotsford)	Educational Support	5	2.65
School District #34 (Abbotsford)	Educational Support	6	2.93
School District #34 (Abbotsford)	Teachers	2	4.11
School District #34 (Abbotsford)	Teachers	3	3.15
School District #34 (Abbotsford)	Teachers	4	1.32
School District #35 (Langley)	Cross walk Guards	4	3.09
School District #35 (Langley)	Senior Managers	2	1.69
School District #35 (Langley)	Supervis./Foremen/Secretaries	4	3.00
School District #35 (Langley)	Teachers	3	4.36
School District #35 (Langley)	Teachers	4	2.99
School District #36 (Surrey)	Jr. Management	5	3.07
School District #36 (Surrey)	Mid. Management	5	2.62
School District #36 (Surrey)	Senior Managers	2	2.94
School District #36 (Surrey)	Teachers	5	3.05
School District #37 (Delta)	Mid. Management	3	0.97
School District #37 (Delta)	Mid. Management	4	2.05
School District #37 (Delta)	Senior Managers	1	0.83
School District #37 (Delta)	Senior Managers	2	2.42
School District #37 (Delta)	Support Staff	4	2.54
School District #37 (Delta)	Support Staff	5	3.01
School District #37 (Delta)	Teachers	3	2.85
School District #37 (Delta)	Teachers	4	3.04
School District #38 (Richmond)	Educational Support	4	2.77
School District #38 (Richmond)	Educational Support	5	2.82
School District #38 (Richmond)	Mid. Management	4	2.77
School District #38 (Richmond)	Senior Managers	2	2.97
School District #38 (Richmond)	Teachers	4	3.02
School District #39 (Vancouver)		3	2.88
School District #39 (Vancouver)	Construction Trades	3	2.62
School District #39 (Vancouver)	Hourly Employees	3	2.86
School District #39 (Vancouver)	Jr. Management	4	1.71
School District #39 (Vancouver)	Jr. Management	5	2.11
School District #39 (Vancouver)	Mid. Management	3	0.00
School District #39 (Vancouver)	Mid. Management	4	5.95
School District #39 (Vancouver)	Municipal Service - union	3	2.73

EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
School District #39 (Vancouver)	Municipal Support - union	3	2.73
School District #39 (Vancouver)	Outside Workers - Supervisory	3	1.73
School District #39 (Vancouver)	Part Time Employees	4	0.00
School District #39 (Vancouver)	Part Time Employees	5	3.33
School District #39 (Vancouver)	Public Works	3	2.74
School District #39 (Vancouver)	Salaried Employees	3	2.63
School District #39 (Vancouver)	Senior Managers	1	4.05
School District #39 (Vancouver)	Senior Managers	2	3.04
School District #39 (Vancouver)	Staff	1	0.00
School District #39 (Vancouver)	Staff	2	0.00
School District #39 (Vancouver)	Staff	3	3.41
School District #39 (Vancouver)	Support Staff	5	2.55
School District #39 (Vancouver)	Teachers	4	2.51
School District #39 (Vancouver)	Teachers	5	2.84
School District #40 (New Westminster)	Mid. Management	2	0.00
School District #40 (New Westminster)	Mid. Management	3	3.20
School District #40 (New Westminster)	Mid. Management	4	3.09
School District #40 (New Westminster)	Senior Managers	1	4.23
School District #40 (New Westminster)	Senior Managers	2	3.07
School District #40 (New Westminster)	Supervis./Foremen/Secretaries	4	3.07
School District #40 (New Westminster)	Support Staff	4	2.95
School District #40 (New Westminster)	Teachers	5	3.04
School District #41 (Burnaby)	Cross walk Guards	3	1.94
School District #41 (Burnaby)	Jr. Management	3	0.20
School District #41 (Burnaby)	Jr. Management	4	2.59
School District #41 (Burnaby)	Mid. Management	3	0.24
School District #41 (Burnaby)	Mid. Management	4	3.09
School District #41 (Burnaby)	Special Instructional Staff	2	2.31
School District #41 (Burnaby)	Summer School Teachers	4	0.00
School District #41 (Burnaby)	Summer School Teachers	5	0.48
School District #41 (Burnaby)	Support Staff	3	0.97
School District #41 (Burnaby)	Teachers	3	3.41
School District #41 (Burnaby)	Teachers	4	3.07
School District #42 (Maple Ridge-Pitt M.)	Support Staff	4	0.00
School District #42 (Maple Ridge-Pitt M.)	Support Staff	5	5.35
School District #42 (Maple Ridge-Pitt M.)	Teachers	3	3.65
School District #42 (Maple Ridge-Pitt M.)	Teachers	4	3.08
School District #43 (Coquitlam)	Mid. Management	4	3.03
School District #43 (Coquitlam)	Senior Managers	1	3.92
School District #43 (Coquitlam)	Senior Managers	2	3.05
School District #43 (Coquitlam)	Support Staff	4	2.99
School District #43 (Coquitlam)	Teachers	4	3.04
School District #44 (North Vancouver)	Mid. Management	4	2.85
School District #44 (North Vancouver)	Senior Managers	2	2.80
School District #44 (North Vancouver)	Substitute Teachers	5	2.01
School District #44 (North Vancouver)	Support Staff	4	2.93
School District #44 (North Vancouver)	Teachers	5	2.85
School District #45 (West Vancouver)	Cross walk Guards	4	2.91
School District #45 (West Vancouver)	Jr. Management	4	2.70
School District #45 (West Vancouver)	Mid. Management	4	2.91
School District #45 (West Vancouver)	Office & Tech. - union	4	2.98
School District #45 (West Vancouver)	Teachers	4	2.93
School District #46 (Sunshine Coast)	Senior Managers	1	2.42
School District #46 (Sunshine Coast)	Senior Managers	2	3.23
School District #46 (Sunshine Coast)	Teachers	4	2.96
School District #46 (Sunshine Coast)	Teachers	5	2.82
School District #47 (Powell River)	(Executive) Secretaries	2	0.00
School District #47 (Powell River)	(Executive) Secretaries	3	0.97
School District #47 (Powell River)	(Executive) Secretaries	4	3.98
School District #47 (Powell River)	Mid. Management	3	0.97
School District #47 (Powell River)	Mid. Management	4	3.96
School District #47 (Powell River)	Teachers	5	2.26
School District #48 (Howe Sound)	Mid. Management	3	3.13
School District #48 (Howe Sound)	Mid. Management	4	2.88
School District #48 (Howe Sound)	Senior Managers	1	3.13
School District #48 (Howe Sound)	Senior Managers	2	2.82
School District #48 (Howe Sound)	Supervis./Foremen/Secretaries	1	2.24
School District #48 (Howe Sound)	Support Staff	4	2.57
School District #48 (Howe Sound)	Support Staff	5	2.24
School District #48 (Howe Sound)	Teachers	3	3.56
School District #48 (Howe Sound)	Teachers	4	2.83
School District #49 (Central Coast)	Mid. Management	4	1.73
School District #49 (Central Coast)	Support Staff	4	2.98
School District #49 (Central Coast)	Teachers	3	4.19
School District #49 (Central Coast)	Teachers	4	2.12
School District #50 (Queen Charlotte)	Administrative Staff	1	5.14
School District #50 (Queen Charlotte)	Administrative Staff	2	3.97
School District #50 (Queen Charlotte)	Administrative Staff	3	0.00

EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
School District #50 (Queen Charlotte)	Administrative Staff	4	0.00
School District #50 (Queen Charlotte)	Administrative Staff	5	2.38
School District #50 (Queen Charlotte)	Support Staff	5	2.20
School District #50 (Queen Charlotte)	Teachers	3	2.94
School District #52 (Prince Rupert)	Teachers	5	2.94
School District #54 (Bulkley Valley)	Administrative Staff	2	0.00
School District #54 (Bulkley Valley)	Administrative Staff	3	0.00
School District #54 (Bulkley Valley)	Administrative Staff	4	3.42
School District #54 (Bulkley Valley)	Administrative Staff	5	2.88
School District #54 (Bulkley Valley)	Senior Managers	1	2.91
School District #54 (Bulkley Valley)	Teachers	3	4.03
School District #54 (Bulkley Valley)	Teachers	4	2.91
School District #55 (Burns Lake)	Teachers	3	4.53
School District #55 (Burns Lake)	Teachers	4	2.94
School District #56 (Nechako)	Teachers	3	3.65
School District #56 (Nechako)	Teachers	4	2.91
School District #57 (Prince George)	Administrative Staff	4	3.86
School District #57 (Prince George)	Hourly Employees	3	0.00
School District #57 (Prince George)	Hourly Employees	4	2.84
School District #57 (Prince George)	Professional Staff	2	0.81
School District #57 (Prince George)	Professional Staff	3	1.75
School District #57 (Prince George)	Senior Managers	1	3.11
School District #57 (Prince George)	Senior Managers	2	2.96
School District #57 (Prince George)	Support Staff	3	0.00
School District #57 (Prince George)	Support Staff	4	2.92
School District #57 (Prince George)	Support Staff	5	2.84
School District #57 (Prince George)	Teachers	3	3.39
School District #57 (Prince George)	Teachers	4	2.88
School District #59 (Peace River South)	Jr. Management	2	0.00
School District #59 (Peace River South)	Jr. Management	3	0.00
School District #59 (Peace River South)	Jr. Management	4	7.44
School District #59 (Peace River South)	Mid. Management	2	0.00
School District #59 (Peace River South)	Mid. Management	3	0.00
School District #59 (Peace River South)	Mid. Management	4	2.51
School District #59 (Peace River South)	Teachers	4	2.96
School District #60 (Peace River North)	Hourly Employees	4	0.67
School District #60 (Peace River North)	Hourly Employees	5	3.07
School District #60 (Peace River North)	Secretary Treasurer	1	0.00
School District #60 (Peace River North)	Secretary Treasurer	2	2.57
School District #60 (Peace River North)	Secretary Treasurer	3	4.90
School District #60 (Peace River North)	Senior Managers	1	3.06
School District #60 (Peace River North)	Senior Managers	2	0.00
School District #60 (Peace River North)	Senior Managers	3	0.00
School District #60 (Peace River North)	Teachers	4	3.09
School District #60 (Peace River North)	Teachers	5	3.04
School District #61 (Greater Victoria)	Senior & Exempt Staff	1	2.35
School District #61 (Greater Victoria)	Senior Managers	1	3.03
School District #61 (Greater Victoria)	Teachers	4	3.01
School District #62 (Sooke)	Directors	5	2.00
School District #62 (Sooke)	Non-contract Staff	4	4.08
School District #62 (Sooke)	Senior Managers	2	0.00
School District #62 (Sooke)	Senior Managers	3	5.00
School District #62 (Sooke)	Speech Therapist	5	2.88
School District #62 (Sooke)	Support Staff	5	2.67
School District #62 (Sooke)	Teachers	2	2.98
School District #63 (Saanich)	Mid. Management	4	2.45
School District #63 (Saanich)	Teachers	3	4.36
School District #64 (Gulf Islands)	Mid. Management	1	2.60
School District #64 (Gulf Islands)	Mid. Management	2	4.12
School District #64 (Gulf Islands)	Supervis./Foremen/Secretaries	1	2.81
School District #64 (Gulf Islands)	Supervis./Foremen/Secretaries	2	4.45
School District #64 (Gulf Islands)	Supervis./Foremen/Secretaries	3	3.06
School District #64 (Gulf Islands)	Support Staff	4	2.98
School District #64 (Gulf Islands)	Teachers	4	3.06
School District #65 (Cowichan)	Teachers	4	2.62
School District #66 (Lake Cowichan)	Hourly Employees	3	0.98
School District #66 (Lake Cowichan)	Hourly Employees	4	2.96
School District #68 (Nanaimo)	Mid. Management	2	0.00
School District #68 (Nanaimo)	Mid. Management	3	1.47
School District #68 (Nanaimo)	Senior Managers	1	2.95
School District #68 (Nanaimo)	Senior Managers	2	2.30
School District #68 (Nanaimo)	Teachers	5	2.35
School District #69 (Qualicum)	Speech Therapist	2	0.00
School District #69 (Qualicum)	Speech Therapist	3	1.44
School District #69 (Qualicum)	Substitute Teachers	1	1.49
School District #69 (Qualicum)	Teachers	5	3.04
School District #70 (Alberni)	Administrative Staff	4	0.54
School District #70 (Alberni)	Senior Managers	2	3.19

EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
School District #70 (Alberni)	Teachers	4	0.97
School District #71 (Courtenay)	Supervis./Foremen/Secretaries	4	3.18
School District #71 (Courtenay)	Teachers	4	3.00
School District #72 (Campbell River)	Mid. Management	4	2.94
School District #72 (Campbell River)	Senior Managers	2	2.33
School District #72 (Campbell River)	Supervis./Foremen/Secretaries	4	4.40
School District #72 (Campbell River)	Teachers	3	3.87
School District #72 (Campbell River)	Teachers	4	2.89
School District #75 (Mission)	Mid. Management	4	3.08
School District #75 (Mission)	Supervis./Foremen/Secretaries	4	2.99
School District #75 (Mission)	Support Staff	4	2.94
School District #75 (Mission)	Teachers	2	4.63
School District #75 (Mission)	Teachers	3	3.04
School District #76 (Agassiz-Harrison)	Mid. Management	4	-2.57
School District #76 (Agassiz-Harrison)	Non-contract Staff	4	2.79
School District #77 (Summerland)	Mid. Management	4	2.58
School District #80 (Kitimat)	Support Staff	4	2.62
School District #80 (Kitimat)	Teachers	4	2.91
School District #81 (Fort Nelson)	Hourly Employees	4	2.92
School District #81 (Fort Nelson)	Supervis./Foremen/Secretaries	3	4.87
School District #81 (Fort Nelson)	Supervis./Foremen/Secretaries	4	2.84
School District #81 (Fort Nelson)	Support Staff	4	5.72
School District #81 (Fort Nelson)	Support Staff	5	0.00
School District #81 (Fort Nelson)	Teachers	4	3.10
School District #84 (Van.Island West)	Mid. Management	4	3.08
School District #84 (Van.Island West)	Teachers	4	2.16
School District #85 (Van. Island North)	Senior Managers	1	3.00
School District #85 (Van. Island North)	Senior Managers	2	3.00
School District #85 (Van. Island North)	Senior Managers	3	3.00
School District #85 (Van. Island North)	Substitute Teachers	2	1.66
School District #85 (Van. Island North)	Substitute Teachers	3	0.97
School District #85 (Van. Island North)	Teachers	3	4.19
School District #85 (Van. Island North)	Teachers	4	2.84
School District #86 (Creston Kaslo)	Support Staff	4	2.90
School District #86 (Creston Kaslo)	Teachers	4	2.99
School District #87 (Stikine)	Administrative Staff	2	3.09
School District #87 (Stikine)	Teachers	4	2.61
School District #88 (Terrace)	Administrative Staff	4	0.97
School District #88 (Terrace)	Senior & Exempt Staff	4	1.97
School District #88 (Terrace)	Senior Managers	2	0.52
School District #88 (Terrace)	Staff	4	1.36
School District #88 (Terrace)	Support Staff	2	0.00
School District #88 (Terrace)	Support Staff	3	1.51
School District #88 (Terrace)	Teachers	3	4.50
School District #88 (Terrace)	Teachers	4	3.06
School District #89 (Shuswap)	Jr. Management	5	2.49
School District #89 (Shuswap)	Mid. Management	5	1.68
School District #89 (Shuswap)	Teachers	4	2.96
School District #92 (Nishga)	Teachers	4	2.51
School District #92 (Nishga)	Teachers	5	2.80
Selkirk College	Instructors - union	4	0.82
Selkirk College	Jr. Management	4	1.49
Simon Fraser University	Hourly Employees	2	0.00
Simon Fraser University	Hourly Employees	3	1.65
Simon Fraser University	Instructors - union	4	3.56
Simon Fraser University	Instructors - union	5	4.34
Simon Fraser University	Jr. Management	3	1.49
Simon Fraser University	Jr. Management	4	2.85
Simon Fraser University	Jr. Management	5	0.00
Simon Fraser University	Jr. Management	6	2.90
Simon Fraser University	Support Staff	3	2.16
Simon Fraser University	Support Staff	4	1.96
Triumf	Appointed Officers	5	3.37
Triumf	Educational Support	5	1.36
Triumf	Professional Staff	4	3.35
University Council of B.C.	Professional Staff	5	1.82
University Council of B.C.	Support Staff	5	2.36
University of B.C.	Administrative Staff	3	0.00
University of B.C.	Administrative Staff	4	1.50
University of B.C.	Administrative Staff	5	2.52
University of B.C.	Educational Support	3	0.00
University of B.C.	Educational Support	4	2.92
University of B.C.	Hourly Employees	2	0.00
University of B.C.	Hourly Employees	3	0.65
University of B.C.	Hourly Employees	4	1.45
University of B.C.	Instructors - union	4	3.23
University of B.C.	Mid. Management	5	2.98
University of B.C.	Non-contract Staff	3	0.00

EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
University of B.C.	Non-contract Staff	4	2.44
University of B.C.	Non-contract Staff	5	1.94
University of B.C.	Office & Tech. - union	3	0.00
University of B.C.	Office & Tech. - union	4	0.91
University of B.C.	Office & Tech. - union	5	1.98
University of B.C.	Professional Staff	1	1.05
University of B.C.	Professional Staff	2	2.55
University of B.C.	Research	5	2.88
University of B.C.	Salaried Employees	3	0.00
University of B.C.	Salaried Employees	4	2.76
University of B.C.	Salaried Employees	5	2.97
University of B.C.	Senior Managers	1	3.92
University of B.C.	Senior Managers	2	0.82
University of B.C.	Supervis./Foremen/Secretaries	3	0.00
University of B.C.	Supervis./Foremen/Secretaries	4	1.04
University of B.C.	Supervis./Foremen/Secretaries	5	2.18
University of B.C.	Support Staff	2	0.00
University of B.C.	Support Staff	3	2.16
University of Victoria	Jr. Management	2	3.00
University of Victoria	Jr. Management	3	3.11
University of Victoria	Jr. Management	4	1.84
University of Victoria	Jr. Management	5	3.17
Vancouver Community College	Instructors - non-union	1	2.01
Vancouver Community College	Instructors - union	5	3.06
Vancouver Community College	Mid. Management	4	0.60
Vancouver Community College	Mid. Management	5	2.65
Vancouver Community College	Senior Managers	1	2.79
Vancouver Community College	Senior Managers	2	2.59
Vancouver Community College	Support Staff	5	2.98

MUNICIPALITY

Employer	Employee Group	Year	Unweighted % Increase
Abbotsford, . District of	Municipal Support - union	4	1.96
Belcarr, Village of	Staff	4	2.02
Belcarr, Village of	Staff	5	3.97
Black Mountain Irrigation District	Staff	2	0.00
Black Mountain Irrigation District	Staff	3	0.00
Black Mountain Irrigation District	Staff	4	9.57
Bulkley Nechako, Reg. District of	Office & Tech. - non-union	4	3.03
Bulkley Valley District Hospital	Firefighters	4	3.52
Burnaby, District of	Jr. Management	4	3.04
Burnaby, District of	Jr. Management	5	2.83
Burnaby, District of	Mid. Management	4	2.81
Burnaby, District of	Senior Managers	2	2.63
Burnaby, District of	Staff	4	2.48
Burnaby, District of	Staff	5	2.48
Burns Lake, Village of	Mid. Management	4	2.85
Burns Lake, Village of	Municipal Support - union	3	1.68
Burns Lake, Village of	Municipal Support - union	4	1.93
Campbell River, District of	Jr. Management	5	3.04
Campbell River, District of	Municipal Support - union	5	2.97
Campbell River, District of	Municipal Support - union	6	3.19
Capital Regional District	Senior Managers	2	3.08
Capital Regional District	Staff	5	2.77
Cariboo, Reg. District of	Hourly Employees	4	2.47
Cariboo, Reg. District of	Mid. Management	3	2.99
Cariboo, Reg. District of	Mid. Management	4	1.31
Central Fraser Valley, Reg. District of	Municipal Support - union	4	2.31
Central Fraser Valley, Reg. District of	Municipal Support - union	5	2.89
Central Kootenay, Reg. District of	Municipal Service - non-union	2	2.95
Central Kootenay, Reg. District of	Office & Tech. - non-union	3	2.93
Central Kootenay, Reg. District of	Outside Workers - Supervisory	3	2.82
Central Kootenay, Reg. District of	Supervis./Foremen/Secretaries	2	2.98
Central Kootenay, Reg. District of	Support Staff	2	2.98
Central Okanagan, Reg. District of	Mid. Management	3	3.28
Central Okanagan, Reg. District of	Senior Managers	1	1.40
Central Saanich, District of	Municipal Service - non-union	4	3.06
Central Saanich, District of	Municipal Service - non-union	5	2.98
Central Saanich, District of	Police	4	3.00
Central Saanich, District of	Police	5	3.00
Chetwynd, Village of	Municipal Service - non-union	3	2.38
Chetwynd, Village of	Staff	1	2.22
Chilliwack, District of	Firefighters	4	2.33
Chilliwack, District of	Firefighters	5	1.77
Chilliwack, District of	Mid. Management	4	3.01
Chilliwack, District of	Mid. Management	5	2.60
Chilliwack, District of	Municipal Support - union	4	2.53
Chilliwack, District of	Municipal Support - union	5	2.64
Clearbrook Waterworks District	Staff	4	2.44
Comox Strathcona, Reg. District of	Hourly Employees	4	3.89
Comox Strathcona, Reg. District of	Jr. Management	4	2.32
Comox Strathcona, Reg. District of	Staff	4	2.88
Comox, Town of	Mid. Management	5	2.69
Comox, Town of	Municipal Service - non-union	5	2.71
Comox, Town of	Municipal Support - non-union	5	2.83
Coquitlam Public Library	Librarians	4	2.93
Coquitlam Public Library	Librarians	5	2.45
Coquitlam Public Library	Mid. Management	4	3.15
Coquitlam, District of	Municipal Service - non-union	4	0.29
Coquitlam, District of	Municipal Service - non-union	5	0.29
Coquitlam, District of	Municipal Service - union	4	2.56
Coquitlam, District of	Municipal Service - union	5	2.67
Coquitlam, District of	Outside Workers - Supervisory	4	2.90
Coquitlam, District of	Outside Workers - Supervisory	5	3.01
Coquitlam, District of	Senior & Exempt Staff	4	2.93
Coquitlam, District of	Senior & Exempt Staff	5	2.95
Coquitlam, District of	Senior Managers	2	1.82
Coquitlam, District of	Senior Managers	3	2.10
Cowichan Valley, Reg. District of	Administrative Staff	1	2.97
Cowichan Valley, Reg. District of	Administrative Staff	2	2.98
Cowichan Valley, Reg. District of	Hourly Employees	3	2.76
Cowichan Valley, Reg. District of	Hourly Employees	4	1.46
Cowichan Valley, Reg. District of	Municipal Service - non-union	5	2.91
Cowichan Valley, Reg. District of	Municipal Service - union	4	2.95
Cowichan Valley, Reg. District of	Municipal Service - union	5	0.91
Cowichan Valley, Reg. District of	Office & Tech. - non-union	4	2.91
Cowichan Valley, Reg. District of	Public Works	5	2.26
Cowichan Valley, Reg. District of	Public Works	6	0.65
Cowichan Valley, Reg. District of	Senior Managers	5	2.96
Cowichan Valley, Reg. District of	Supervis./Foremen/Secretaries	5	3.02

MUNICIPALITY

Employer	Employee Group	Year	Unweighted % Increase
Dawson Creek, City of	Mid. Management	2	0.00
Dawson Creek, City of	Mid. Management	3	0.00
Dawson Creek, City of	Mid. Management	4	2.91
Dawson Creek, City of	Municipal Service - union	4	3.11
Dawson Creek, City of	Municipal Service - union	5	2.90
Dawson Creek, City of	Municipal Support - non-union	2	0.00
Dawson Creek, City of	Municipal Support - non-union	3	0.00
Dawson Creek, City of	Municipal Support - non-union	4	2.86
Delta Municipal Police Board	Police	4	2.77
Delta Municipal Police Board	Senior Managers	2	2.44
Delta, District of	Firefighters	4	2.85
Delta, District of	Municipal Support - non-union	4	2.17
Delta, District of	Senior Managers	2	1.56
Delta, District of	Supervis./Foremen/Secretaries	4	2.47
Elkford, District of	Mid. Management	4	2.52
Elkford, District of	Staff	4	3.08
Esquimalt Municipal Police Board	Mid. Management	5	2.91
Esquimalt Municipal Police Board	Outside Workers - Supervisory	4	2.94
Esquimalt, District of	Mid. Management	4	3.06
Fernie, City of	Firefighters	5	4.19
Fernie, City of	Firefighters	6	1.92
Fernie, City of	Mid. Management	3	2.54
Fernie, City of	Mid. Management	4	1.87
Fort Nelson, Village of	Mid. Management	4	2.79
Fort Nelson, Village of	Municipal Service - union	5	2.88
Fort Nelson, Village of	Municipal Service - union	6	1.87
Fort St. John, City of	Mid. Management	4	2.95
Fort St. John, City of	Municipal Service - union	5	2.15
Fort St. John, City of	Municipal Service - union	6	2.23
Fort St. John, City of	Municipal Service - union	7	2.50
Fort St. John, City of	Municipal Support - non-union	4	2.65
Fraser Cheam, Reg. District of	Mid. Management	4	2.00
Fraser Cheam, Reg. District of	Municipal Service - non-union	4	1.96
Fraser Cheam, Reg. District of	Municipal Service - non-union	5	2.05
Fraser Cheam, Reg. District of	Municipal Service - union	3	3.89
Fraser Cheam, Reg. District of	Municipal Service - union	4	2.61
Fraser Cheam, Reg. District of	Municipal Service - union	5	2.31
Fraser Cheam, Reg. District of	Supervis./Foremen/Secretaries	4	1.94
Fraser Cheam, Reg. District of	Supervis./Foremen/Secretaries	5	2.10
Fraser Lake, Village of	Staff	2	1.96
Gibsons, Village of	Mid. Management	3	1.92
Gibsons, Village of	Staff	3	2.31
Gold River, Village of	Municipal Service - non-union	3	4.43
Gold River, Village of	Municipal Service - non-union	4	3.07
Golden, Town of	Mid. Management	4	1.08
Golden, Town of	Staff	4	1.58
Golden, Town of	Staff	5	2.71
Grand Forks, City of	Mid. Management	5	1.80
Grand Forks, City of	Mid. Management	6	2.77
Grand Forks, City of	Municipal Service - union	4	1.42
Grand Forks, City of	Municipal Service - union	5	3.45
Grand Forks, City of	Municipal Support - union	4	1.82
Grand Forks, City of	Municipal Support - union	5	2.80
Greater Vancouver Regional District	Municipal Service - union	4	2.80
Greater Vancouver Regional District	Municipal Service - union	5	2.84
Greater Vancouver Regional District	Municipal Support - union	4	2.51
Greater Vancouver Regional District	Municipal Support - union	5	2.50
Greater Victoria Labour Relations Assn.	Municipal Service - union	1	2.86
Greater Victoria Labour Relations Assn.	Municipal Service - union	2	2.91
Greater Victoria Water District	Administrative Staff	4	2.55
Greater Victoria Water District	Mid. Management	4	2.50
Greater Victoria Water District	Senior Managers	3	2.49
Harrison Hot Springs, Village of	Mid. Management	4	3.10
Harrison Hot Springs, Village of	Municipal Service - union	4	2.37
Harrison Hot Springs, Village of	Municipal Service - union	5	2.65
Hope, Town of	Mid. Management	4	2.45
Hope, Town of	Mid. Management	5	2.43
Hope, Town of	Municipal Service - union	4	2.42
Hope, Town of	Municipal Service - union	5	2.54
Houston, District of	Mid. Management	5	1.48
Houston, District of	Mid. Management	6	3.52
Houston, District of	Municipal Service - union	3	2.08
Houston, District of	Municipal Service - union	4	2.26
Hudson's Hope, District of	Staff	1	3.70
Hudson's Hope, District of	Staff	2	0.99
Kamloops, City of	Municipal Service - non-union	3	2.44
Kamloops, City of	Municipal Service - non-union	4	0.94
Kamloops, City of	Senior Managers	1	1.59

MUNICIPALITY

Employer	Employee Group	Year	Unweighted % Increase
Kamloops, City of	Senior Managers	2	0.84
Kelowna, City of	Mid. Management	3	1.74
Kent, District of	Administrative Staff	3	0.00
Kent, District of	Administrative Staff	4	4.10
Kent, District of	Administrative Staff	5	2.50
Kent, District of	Mid. Management	3	0.00
Kent, District of	Mid. Management	4	2.45
Kent, District of	Mid. Management	5	2.50
Kent, District of	Municipal Service - union	4	2.39
Kent, District of	Municipal Service - union	5	2.52
Langford Fire Protection District	Firefighters	5	3.61
Langley, City of	Senior & Exempt Staff	4	2.95
Langley, City of	Senior & Exempt Staff	5	2.99
Langley, City of	Staff	4	2.95
Langley, City of	Staff	5	2.98
Langley, Township of	Municipal Service - non-union	5	3.00
Langley, Township of	Municipal Service - non-union	6	2.97
Langley, Township of	Municipal Service - union	4	2.73
Langley, Township of	Municipal Service - union	5	2.60
Lions Bay, Village of	Staff	4	2.88
Logan Lake, Village of	Mid. Management	2	3.00
Logan Lake, Village of	Senior & Exempt Staff	1	3.00
Logan Lake, Village of	Staff	1	0.79
Logan Lake, Village of	Staff	2	1.24
Logan Lake, Village of	Staff	3	2.50
Lookout Emergency Aid Society	Supervis./Foremen/Secretaries	4	2.51
Lumby, Village of	Municipal Service - non-union	4	2.91
Maple Ridge, District of	Senior & Exempt Staff	2	0.00
Maple Ridge, District of	Senior & Exempt Staff	3	3.08
Maple Ridge, District of	Senior & Exempt Staff	4	0.82
Maple Ridge, District of	Senior & Exempt Staff	5	1.93
Maple Ridge, District of	Staff	4	1.00
Maple Ridge, District of	Staff	5	3.11
Matsqui, District of	Mid. Management	5	3.00
Matsqui, District of	Municipal Service - union	4	1.89
Matsqui, District of	Municipal Service - union	5	1.86
Matsqui, District of	Municipal Service - union	6	2.39
Matsqui, District of	Municipal Support - union	4	2.82
Matsqui, District of	Municipal Support - union	5	2.32
Matsqui, District of	Outside Workers - Supervisory	3	1.33
Matsqui, District of	Outside Workers - Supervisory	4	2.10
Matsqui, District of	Police	3	0.76
Matsqui, District of	Police	4	2.63
Matsqui, District of	Senior Managers	5	2.99
McKenzie, District of	Municipal Service - non-union	5	3.02
Midway, Village of	Staff	3	2.71
Mission, District of	Mid. Management	4	2.46
Mission, District of	Mid. Management	5	2.73
Nakusp, Village of	Mid. Management	5	0.91
Nakusp, Village of	Municipal Service - non-union	5	1.86
Nakusp, Village of	Part Time Employees	5	0.00
Nakusp, Village of	Public Works	5	2.40
Nanaimo, City of	Firefighters	3	3.98
Nanaimo, City of	Firefighters	4	2.91
Nanaimo, City of	Municipal Service - union	4	2.88
Nanaimo, City of	Senior & Exempt Staff	1	2.89
Nanaimo, City of	Supervis./Foremen/Secretaries	1	1.15
Nanaimo, City of	Supervis./Foremen/Secretaries	2	2.88
Nelson Municipal Library	Librarians	5	2.86
Nelson, City of	Firefighters	5	0.78
Nelson, City of	Firefighters	6	3.62
Nelson, City of	Jr. Management	4	2.45
Nelson, City of	Jr. Management	5	2.69
Nelson, City of	Mid. Management	5	2.95
Nelson, City of	Mid. Management	6	2.94
Nelson, City of	Municipal Service - union	4	2.91
Nelson, City of	Municipal Service - union	5	2.93
Nelson, City of	Police	3	3.08
Nelson, City of	Police	4	2.91
Nelson, City of	Public Works	4	2.56
Nelson, City of	Public Works	5	2.95
Nelson, City of	Senior Managers	1	2.98
Nelson, City of	Senior Managers	2	2.97
Nelson, City of	Supervis./Foremen/Secretaries	5	2.92
Nelson, City of	Supervis./Foremen/Secretaries	6	2.96
Nelson, City of	Staff	4	2.74
New Hazelton, District of	Mid. Management	4	3.55
New Westminster Municipal Police Board	Senior Managers	2	4.25

MUNICIPALITY

Employer	Employee Group	Year	Unweighted % Increase
New Westminster Municipal Police Board	Supervis./Foremen/Secretaries	1	2.41
New Westminster Public Library	Librarians	4	2.88
New Westminster Public Library	Librarians	5	2.70
New Westminster Public Library	Mid. Management	4	2.56
New Westminster Public Library	Staff	3	1.27
New Westminster, City of	Jr. Management	2	4.63
New Westminster, City of	Mid. Management	4	2.98
New Westminster, City of	Senior Managers	2	5.42
New Westminster, City of	Supervis./Foremen/Secretaries	4	2.44
North Cowichan, District of	Mid. Management	6	2.00
North Cowichan, District of	Municipal Service - non-union	6	1.98
North Okanagan, Reg. District of	Supervis./Foremen/Secretaries	4	2.98
North Saanich, District of	Administrative Staff	3	1.02
North Saanich, District of	Administrative Staff	4	0.00
North Saanich, District of	Administrative Staff	5	2.66
North Vancouver City Library	Mid. Management	4	2.98
North Vancouver District Library	Staff	4	2.91
North Vancouver District Library	Staff	5	2.76
North Vancouver, City of	Mid. Management	4	3.38
North Vancouver, City of	Senior Managers	2	2.98
North Vancouver, City of	Supervis./Foremen/Secretaries	4	2.98
North Vancouver, District of	Firefighters	4	3.04
North Vancouver, District of	Jr. Management	4	2.54
North Vancouver, District of	Jr. Management	5	2.60
North Vancouver, District of	Mid. Management	4	2.01
North Vancouver, District of	Mid. Management	5	2.29
North Vancouver, District of	Senior & Exempt Staff	3	2.95
North Vancouver, District of	Senior & Exempt Staff	4	2.63
North Vancouver, District of	Senior Managers	1	2.67
North Vancouver, District of	Senior Managers	2	2.21
North Vancouver, District of	Senior Managers	3	2.98
North Vancouver, District of	Firefighters	4	2.97
Oak Bay, District of	Mid. Management	5	2.94
Okanagan Labour Relations Council	Staff	5	2.09
Okanagan Labour Relations Council	Staff	6	2.92
Peace River-Liard, Reg. District of	Staff	4	2.88
Peace River-Liard, Reg. District of	Staff	5	2.72
Port Alberni Parks & Recreation Comm.	Mid. Management	3	0.00
Port Alberni Parks & Recreation Comm.	Mid. Management	5	4.50
Port Alberni Parks & Recreation Comm.	Supervis./Foremen/Secretaries	3	0.00
Port Alberni Parks & Recreation Comm.	Supervis./Foremen/Secretaries	5	4.78
Port Alberni, City of	Firefighters	5	1.41
Port Alberni, City of	Firefighters	6	2.90
Port Alberni, City of	Mid. Management	5	4.47
Port Alberni, City of	Municipal Support - union	1	3.18
Port Alberni, City of	Senior Managers	1	2.94
Port Alberni, City of	Senior Managers	2	0.34
Port Alberni, City of	Supervis./Foremen/Secretaries	3	0.00
Port Alberni, City of	Supervis./Foremen/Secretaries	4	3.12
Port Alberni, City of	Supervis./Foremen/Secretaries	5	4.50
Port Coquitlam, City of	Firefighters	3	3.60
Port Coquitlam, City of	Mid. Management	4	3.41
Port Coquitlam, City of	Office & Tech. - non-union	2	1.30
Port Coquitlam, City of	Office & Tech. - non-union	3	3.10
Port Coquitlam, City of	Office & Tech. - non-union	4	3.06
Port Coquitlam, City of	Office & Tech. - non-union	5	2.97
Port Coquitlam, City of	Senior Managers	2	2.95
Port Edwards, Village of	Staff	3	2.18
Port Moody Police Board	Police	4	3.26
Port Moody Police Board	Supervis./Foremen/Secretaries	4	2.16
Port Moody, City of	Firefighters	3	3.45
Port Moody, City of	Municipal Service - non-union	4	3.16
Port Moody, City of	Supervis./Foremen/Secretaries	2	2.92
Port Moody, City of	Supervis./Foremen/Secretaries	3	0.00
Port Moody, District of	Municipal Service - union	3	1.29
Port Moody, District of	Municipal Service - union	4	0.95
Port Moody, District of	Salaried Employees	4	3.03
Powell River, District of	Firefighters	3	3.10
Powell River, District of	Firefighters	4	3.34
Powell River, District of	Firefighters	5	3.52
Prince George Public Library	Staff	5	3.05
Prince George, City of	Senior Managers	1	1.48
Prince George, City of	Senior Managers	2	2.62
Prince Rupert, City of	Firefighters	3	3.37
Prince Rupert, City of	Public Works	3	0.89
Prince Rupert, City of	Public Works	4	2.02
Prince Rupert, City of	Senior & Exempt Staff	1	2.92
Prince Rupert, City of	Supervis./Foremen/Secretaries	4	3.00

MUNICIPALITY

Employer	Employee Group	Year	Unweighted % Increase
Princeton, Town of	Mid. Management	5	2.44
Revelstoke, City of	Mid. Management	3	2.91
Richmond Public Library	Mid. Management	4	2.00
Richmond Public Library	Mid. Management	5	2.08
Richmond Public Library	Municipal Service - union	4	2.42
Richmond Public Library	Municipal Service - union	5	2.59
Richmond, Township of	Mid. Management	4	3.02
Richmond, Township of	Senior Managers	2	2.97
Saanich, District of	Mid. Management	1	0.00
Saanich, District of	Mid. Management	2	0.00
Saanich, District of	Mid. Management	3	3.17
Saanich, District of	Police	4	3.61
Saanich, District of	Police	5	3.45
Saanich, District of	Senior Managers	1	3.13
Saanich, District of	Senior Managers	2	2.81
Salmon Arm, District of	Municipal Service - non-union	3	1.95
Salmon Arm, District of	Municipal Support - non-union	3	2.09
Sayward, Village of	Staff	3	2.94
Sidney, Town of	Mid. Management	4	2.82
Silverton, Village of	Municipal Service - non-union	4	0.00
Silverton, Village of	Municipal Service - non-union	5	2.86
South East Kelowna Irrigation District	Mid. Management	4	3.16
South East Kelowna Irrigation District	Staff	5	2.97
Spallumcheen, District of	Staff	3	2.82
Spallumcheen, District of	Staff	4	2.81
Sparwood, District of	Mid. Management	4	2.95
Squamish, District of	Mid. Management	4	2.39
Squamish, District of	Municipal Service - union	4	2.69
Surrey Public Library	Librarians	4	2.38
Surrey Public Library	Librarians	5	2.41
Surrey Public Library	Staff	4	2.14
Surrey Public Library	Staff	5	2.38
Surrey, District of	Contract Staff	4	3.26
Surrey, District of	Contract Staff	5	2.49
Surrey, District of	Mid. Management	4	2.94
Surrey, District of	Mid. Management	5	2.99
Surrey, District of	Municipal Service - union	4	2.86
Surrey, District of	Municipal Service - union	5	2.53
Surrey, District of	Senior Managers	2	3.02
Surrey, District of	Senior Managers	3	3.10
Tahsis, Village of	Municipal Service - non-union	4	2.87
Taylor, Village of	Staff	1	2.57
Telkwa, Village of	Municipal Service - non-union	4	2.29
Terrace, District of	Firefighters	4	2.95
Trail Municipal Public Library	Staff	4	1.93
Trail Municipal Public Library	Staff	5	3.03
Tumbler Ridge, District of	Jr. Management	2	3.01
Tumbler Ridge, District of	Supervis./Foremen/Secretaries	2	2.68
Tumbler Ridge, District of	Support Staff	1	6.66
Vancouver, City of	Jr. Management	4	3.37
Vancouver, City of	Jr. Management	5	2.82
Vancouver, City of	Municipal Service - union	4	2.00
Vancouver, City of	Municipal Service - union	5	2.35
Vancouver, City of	Senior Managers	2	2.98
Vancouver, City of	Senior Managers	3	2.80
Vanderhood, Village of	Mid. Management	4	2.78
Vanderhood, Village of	Municipal Service - union	3	0.67
Vanderhood, Village of	Municipal Service - union	4	1.69
Vernon Irrigation District	Municipal Service - union	5	2.01
Vernon Irrigation District	Municipal Service - union	6	1.95
Vernon Irrigation District	Municipal Support - non-union	5	3.19
Vernon Irrigation District	Municipal Support - non-union	6	1.69
Vernon, City of	Firefighters	5	2.92
Victoria, City of	Firefighters	4	2.86
Victoria, City of	Jr. Management	4	2.98
Victoria, City of	Municipal Support - non-union	4	2.99
Victoria, City of	Senior & Exempt Staff	1	3.16
Victoria, City of	Senior Managers	2	2.98
West Vancouver Police Board	Staff	4	3.10
West Vancouver, District of	Jr. Management	4	3.54
West Vancouver, District of	Office & Tech. - non-union	1	2.78
West Vancouver, District of	Transit Workers and Drivers	4	2.91
Whistler, District of	Municipal Service - non-union	3	2.92
Whistler, District of	Municipal Service - non-union	4	2.64
White Rock, City of	Mid. Management	4	2.43
White Rock, City of	Mid. Management	5	2.86
White Rock, City of	Municipal Service - union	4	2.78
White Rock, City of	Municipal Service - union	5	2.83

PROV. GOV'T.

Employer	Employee Group	Year	Unweighted % Increase
Government of B.C.	Administrative Staff	4	1.45
Government of B.C.	Administrative Staff	5	2.97
Government of B.C.	Administrative Staff	6	2.08
Government of B.C.	Licensed Professional	4	1.98
Government of B.C.	Licensed Professional	5	2.14
Government of B.C.	Licensed Professional	6	2.03
Government of B.C.	Mid. Management	4	3.28
Government of B.C.	Mid. Management	5	3.83
Government of B.C.	Mid. Management	6	3.27
Government of B.C.	Mid. Management	7	1.74
Government of B.C.	Office & Tech. - union	4	1.46
Government of B.C.	Office & Tech. - union	5	3.05
Government of B.C.	Office & Tech. - union	6	2.29
Government of B.C.	Residents and Interns	6	0.78
Government of B.C.	Residents and Interns	7	2.11
Government of B.C.	Residents and Interns	8	2.75

BOARDS & COMMS.

Employer	Employee Group	Year	Unweighted % Increase
B.C. Housing Management Commission	Mid. Management	3	2.23
B.C. Housing Management Commission	Office & Tech. - union	5	1.44
B.C. Housing Management Commission	Office & Tech. - union	6	3.61
B.C. Housing Management Commission	Office & Tech. - union	7	0.00
Compensation Stabilization Program	Staff	4	2.26
Credit Union Reserve Board	Mid. Management	4	3.00
Credit Union Reserve Board	Senior Managers	2	2.98
Credit Union Reserve Board	Staff	4	3.00
Labour Relations Board	Jr. Management	3	0.00
Labour Relations Board	Jr. Management	4	3.25
Labour Relations Board	Jr. Management	5	2.61
Labour Relations Board	Mid. Management	3	0.00
Labour Relations Board	Mid. Management	4	3.23
Labour Relations Board	Mid. Management	5	2.67
Labour Relations Board	Office & Tech. - union	3	0.18
Labour Relations Board	Office & Tech. - union	4	4.45
Labour Relations Board	Office & Tech. - union	5	3.92
Workers' Compensation Board	Mid. Management	2	2.69
Workers' Compensation Board	Office & Tech. - union	5	2.65
Workers' Compensation Board	Office & Tech. - union	6	2.89
Workers' Compensation Board	Office & Tech. - union	7	2.81
Workers' Compensation Board	Professional Staff	4	2.89
Workers' Compensation Board	Senior Managers	2	2.76

CROWN CORPS.

Employer	Employee Group	Year	Unweighted % Increase
B.C. Systems	Office & Tech. - union	5	4.60
B.C. Systems	Senior Managers	1	-4.00
B.C. Systems	Senior Managers	2	0.00
B.C. Systems	Senior Managers	3	3.89
Health Labour Relations	Office & Tech. - non-union	3	1.92
Health Labour Relations	Office & Tech. - non-union	4	2.06
Health Labour Relations	Support Staff	3	2.21
Health Labour Relations	Support Staff	4	1.98
Insurance Corporation of B.C.	Office & Tech. - union	4	3.08
Insurance Corporation of B.C.	Office & Tech. - union	5	2.71
Insurance Corporation of B.C.	Office & Tech. - union	6	2.91
Metro Transit Operation Company	Jr. Management	3	0.80
Metro Transit Operation Company	Jr. Management	4	3.09
B.C. Buildings Corporation	Office & Tech. - union	4	1.41
B.C. Buildings Corporation	Office & Tech. - union	5	1.91
B.C. Buildings Corporation	Senior Managers	1	0.00
B.C. Buildings Corporation	Senior Managers	2	7.49
B.C. Buildings Corporation	Staff	4	0.00
B.C. Buildings Corporation	Staff	5	7.51
B.C. Development Corp.	Directors	5	2.85
B.C. Development Corp.	Mid. Management	5	2.93
B.C. Development Corp.	Office & Tech. - non-union	5	2.86
B.C. Development Corp.	Senior Managers	2	4.76
B.C. Ferry Corporation	Contract Staff	4	2.41
B.C. Ferry Corporation	Contract Staff	5	2.88
B.C. Ferry Corporation	Jr. Management	1	2.35
B.C. Ferry Corporation	Jr. Management	2	3.69
B.C. Ferry Corporation	Jr. Management	3	2.97
B.C. Ferry Corporation	Mid. Management	1	2.32
B.C. Ferry Corporation	Mid. Management	2	3.15
B.C. Ferry Corporation	Mid. Management	3	3.00
B.C. Ferry Corporation	Senior & Exempt Staff	1	2.22
B.C. Ferry Corporation	Senior & Exempt Staff	2	0.99
B.C. Ferry Corporation	Senior & Exempt Staff	3	3.01
B.C. Ferry Corporation	Senior Managers	2	3.01
B.C. Hydro & Power Authority	Contract Staff	4	0.00
B.C. Hydro & Power Authority	Contract Staff	5	0.98
B.C. Hydro & Power Authority	Contract Staff	6	1.99
B.C. Hydro & Power Authority	Mid. Management	1	0.00
B.C. Hydro & Power Authority	Mid. Management	2	5.95
B.C. Hydro & Power Authority	Municipal Support - union	4	0.00
B.C. Hydro & Power Authority	Municipal Support - union	5	1.97
B.C. Hydro & Power Authority	Municipal Support - union	6	2.45
B.C. Hydro & Power Authority	Office & Tech. - union	4	0.79
B.C. Hydro & Power Authority	Office & Tech. - union	5	1.38
B.C. Hydro & Power Authority	Office & Tech. - union	6	2.22
B.C. Hydro & Power Authority	Senior Managers	1	0.00
B.C. Hydro & Power Authority	Senior Managers	2	1.89
B.C. Petroleum Corp.	Account / Payroll Officer	5	2.84
B.C. Petroleum Corp.	Salaried Employees	5	2.85
B.C. Petroleum Corp.	Senior Managers	2	2.90
B.C. Railway	Contract Staff	1	0.00
B.C. Railway	Contract Staff	2	3.65
B.C. Railway	Contract Staff	3	4.85
B.C. Railway	Senior Managers	2	3.03
B.C. Railway	Supervis./Foremen/Secretaries	5	2.93
B.C. Railway	Support Staff	5	2.97
B.C. Systems	Mid. Management	4	1.82
B.C. Systems	Mid. Management	5	0.00
B.C. Systems	Mid. Management	6	3.92
B.C. Systems	Office & Tech. - non-union	4	2.89
B.C. Systems	Office & Tech. - non-union	5	0.00
B.C. Systems	Office & Tech. - non-union	6	3.87
B.C. Systems	Office & Tech. - union	3	3.86
B.C. Systems	Office & Tech. - union	4	1.20

SCHEDULE

Board of Parks and Recreation under section 485 of the
Vancouver Charter, S.B.C. 1953, c.55
British Columbia Assessment Authority
British Columbia Buildings Corporation
British Columbia Development Corporation
British Columbia Ferry Corporation
British Columbia Harbours Board
British Columbia Housing Management Commission
British Columbia Hydro and Power Authority
British Columbia Institute of Technology
British Columbia Petroleum Corporation
British Columbia Railway Company
British Columbia Steamship Company (1975) Ltd
British Columbia Systems Corporation
British Columbia Utilities Commissioner
Capital Regional Hospital District
City of Vancouver
Compensation Stabilization Commissioner
Greater Campbell River Water District
Greater Nanaimo Water District
Greater Vancouver Regional Hospital District
Greater Vancouver Sewerage and Drainage District
Greater Vancouver Water District
Greater Victoria Water District
Insurance Corporation of British Columbia
Labour Relations Board
Metro Transit Operating Company
North Shore Union Board of Health
Pacific Coach Lines Limited
Pacific National Exhibition
Provincial Capital Commission
The Glendale Lodge Society
Workers' Compensation Board